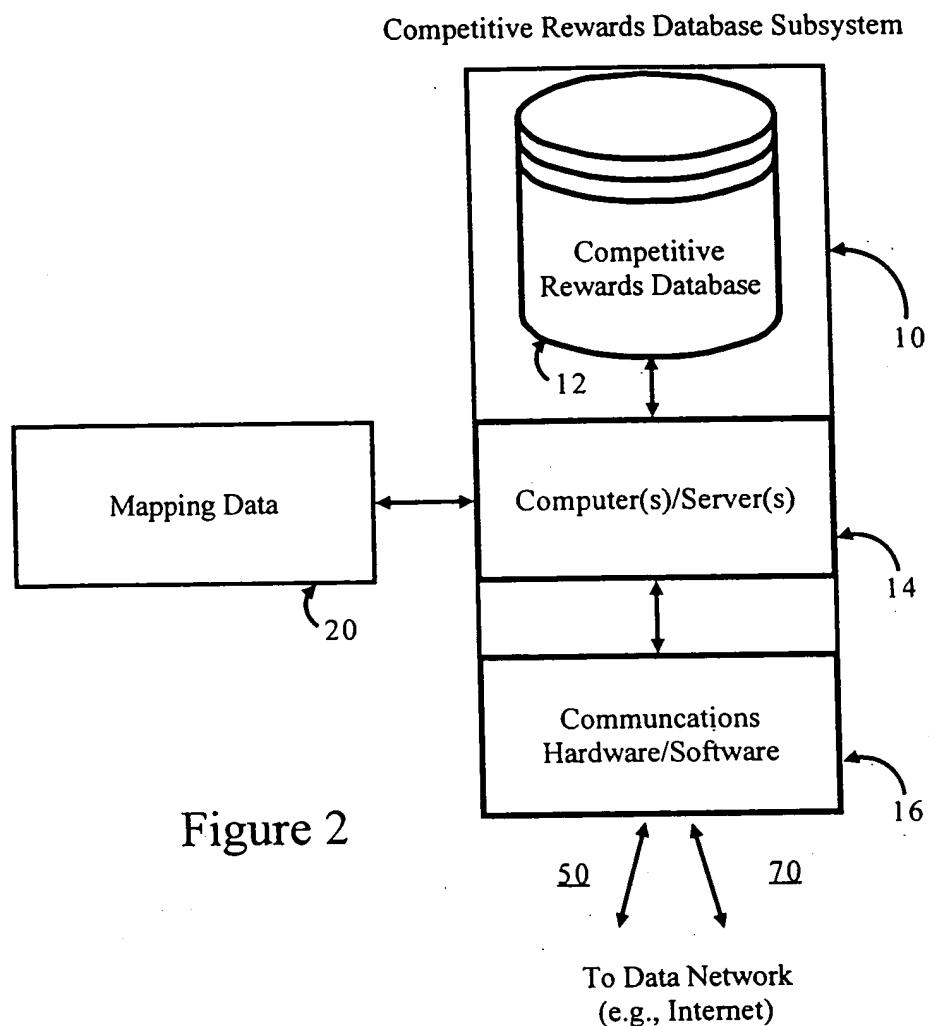


Figure 1



Member Data Feeds

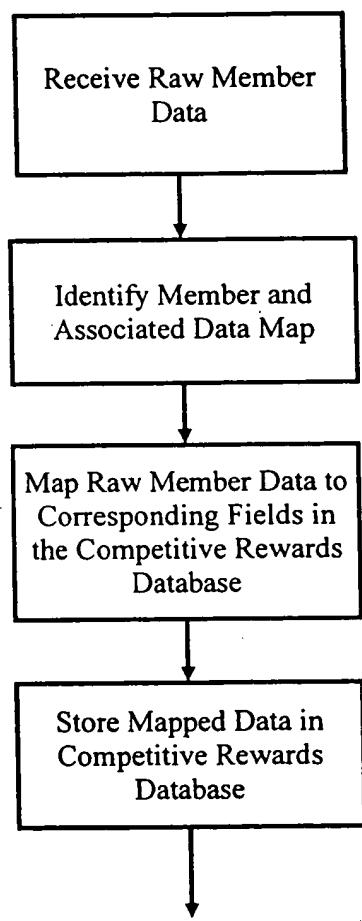


Figure 3

Data Mapping Table (e.g., one per Member)

Raw Data Element	Locations (bytes)	Database Element	Locations (bytes)
First Name	01-20	FName	61-80
Middle Name	21-40	MName	81-100
Last Name	41-80	LName	101-120
SS #	81-90	Employee ID	121-130
Position	91-120	Job_Code	01-10
Salary	121-140	Salary	11-40
Vacation (weeks)	141-150	VacTime	41-50
Sick Days (days)	150-160	SickTime	51-60
....			

Figure 4